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ABSTRACT

As part of a program of graduate follow-up studies, Macomb Community College (MCC), in Michigan, regularly conducts surveys of graduates or certificate earners 1, 3, and 5 years after their departure from the college. For the 1-year follow-up of the class of 1993-94, surveys were sent to all 2,808 alumni requesting information on characteristics, current employment/educational status, salaries, and perceptions of MCC. Study findings, based on responses from 838 former students (29.8%), included the following: (1) 45% of the respondents indicated that they had attended MCC to prepare for a job, 33% for transfer credit, and 16% to improve skills, while 53% indicated that they had fully achieved their objective; (2) 85% were employed, with 61% employed full-time and 19% employed part-time; (3) 47.9% were employed in clerical/sales jobs, 16.8% in management/professional jobs, 11% in service jobs, and 7.5% in blue collar jobs; (4) 54% indicated that their positions were directly or closely related to their coursework; (5) 34% felt that their MCC education was very useful, 36% somewhat useful, 9% not too useful, and 5% not at all useful; (6) 71.7% were satisfied or very satisfied with their jobs; (7) the mean hourly salary for males was $14.82, compared to $11.64 for females; (8) 72% said that their courses were of direct benefit with respect to their career plans; (9) 32.8% indicated that they had transferred to a four-year college; and (10) respondents gave MCC coursework a mean rating of 3.77 for preparing them to continue their education. Includes comparisons to findings from studies conducted the previous 5 years. The survey instrument is appended. (KP)

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ED 386 241

FOLLOW UP SURVEY
GRADUATES OF 1993-94
MACOMB COMMUNITY COLLEGE

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FOLLOW-UP SURVEY
GRADUATES OF 1993-94
MACOMB COMMUNITY COLLEGE

The Department of Research and Evaluation at Macomb Community College (MCC) conducts regular follow-up studies of its graduates. This report presents information about graduates of 1993-94. The respondents represent holders (unduplicated) of certificates and/or degrees. The following items will be discussed:

* objective in attending MCC
* employment and salary
* relationship of work and MCC education
* transfers
* satisfaction with MCC
* demographics

Methodology

For the second year, the Grad 1 was a mail survey. In prior years, it was conducted by telephone. The survey consisted of two mailings, approximately two weeks apart, during November, 1994. The survey (Appendix A) was accompanied by a cover letter, a consent for the employer to release information, and a business reply envelope. Returns were coded and sent out for contract data entry to magnetic tape. Data were then produced by George Xia, Senior Research Analyst, using SAS and perused by the project director for this report.

In most cases, percentages have been rounded to the nearest tenth.

Response Rate

Out of 2,808 award recipients contacted, 838 (29.8%) responded to the survey. Of this group, 38% were men, 61% women. Historical data are presented below in Table 1. While the response rate is lower this year than last, the Grad 3 and Grad 5 rates showed similar declines.

TABLE 1. Grad 1 Response Rates

	89-90	90-91	91-92	*92-93	*93-94
N class	2949	3000	3067	3168	2808
# respondents	1560	1631	1675	1249	838
Response rate	52.9%	54.4%	54.6%	39.4%	29.8%

*mail surveys

Objective

The number of respondents who indicated a job-related objective in attending MCC (to prepare for a job or to improve skills) increased by 2 percentage points this year while the number of those who indicated a transfer purpose declined by the same amount. Five-year data are shown in Table 2.

While more men than women indicated a desire to improve an existing skill (19% to 14% respectively), more women than men cited a transfer objective (35% to 30% respectively).

TABLE 2. Objective in Attending MCC

	89-90	90-91	91-92	92-93	93-94
Prep for job	34%	35%	36%	44%	45%
Improve skills	23	23	23	15	16
Transf credit	32	35	36	35	33
Pers interest	5	6	5	4	5
Other/no ans	7	2	2	2	1

More than half of respondents (53%) reported that their educational objective had been fully completed while 42% indicated it had been partly completed. Five percent stated they had not yet begun to meet their objective.

Employment

More than half of respondents are employed by Macomb County firms. Another 43% are evenly divided between Wayne County and Oakland County firms, with 4% employed by firms outside the tri-county area and/or out-of-state.

The employment status of all respondents is presented in Table 3. The same proportion as last year report being employed full time, but slightly more report being employed part time. Fewer respondents report full-time student status, while the percentage indicating unemployment is similar to last year's.

TABLE 3. Employment Status

	89-90	90-91	91-92	92-93	93-94
Active military	< 1%	< 1%	< 1%	< 1%	< 1%
Emp full time	63	66	66	61	61
Emp part time	15	18	18	16	19
Self employed	--	--	--	1	4
Total employed	**79%**	**85%**	**85%**	**79%**	**85%**
Full time stu	--	--	--	12	8
Unemp/seeking wk	5	6	6	5	4
Unemp/not seeking	11	10	11	3	4
No answer	6	< 1	< 1	1	< 1

Some expected differences occur in employment status when examined by sex of respondent. For example, a greater percentage of men than women reported employment. However, nearly three times as many females report part-time employment. Furthermore, reported self employment has quadrupled and tripled this year for both males and females, respectively.

While there is a decline in the percentage of all respondents who say they are full-time students, this decline is more dramatic among females. Last year, the percentage of females who said they were seeking work was considerably higher than that of males; this year, more men are unemployed and seeking work. Finally, the proportion of females not seeking employment remains roughly three times that of males.

Twelve respondents (1.4%) were unidentifiable by gender. Two-year data are included in Table 4 below.

TABLE 4. Employment Status by Gender

	92-93		93-94	
	Male N=491	Female N=738	Male N=319	Female N=507
Active military	0.4%	0.3%	0.6%	---
Emp full.time	72.1	53.8	69.9	56.0%
Emp part time	9.2	21.1	8.8	25.0
Self employed	1.4	1.1	4.1	3.0
Total employed	**82.5**	**76.0**	**84.8**	**84.0**
Full time stu	10.8	12.3	9.4	7.1
Unemp/seeking wk	3.9	6.0	5.3	3.4
Unemp/not seeking	1.8	4.6	1.6	5.1

Job Categories

Traditional job groupings were used to categorize job titles reported by respondents. The major difference from last year's study is a larger proportion--by 10 percentage points--who state they are in a clerical/sales/white collar position. Remaining categories (management/professional, service, blue collar) are quite similar to last year. Actual figures for two years are presented in Table 5. This information was not compiled previously.

Job data with regard to gender have changed from last year. A greater percentage of women (19% compared to 13%) report holding management/professional jobs whereas last year management/professional jobs were more evenly divided between men and women. The gender distinction between clerical/sales/white collar jobs has narrowed: last year, the margin of female to male was nearly 2 to 1; this year, 52% of female respondents reported that type of position compared to 43% of males. Service jobs are still dominated by female workers (12% to 9%) with blue collar positions being dominated by men (17% to 2%). More men than women report being full-time students (10% to 7%).

TABLE 5. Job Categories

	92-93	93-94
Management/professional	17.6%	16.8%
Clerical/sales/white collar	37.6	47.9
Service	11.7	11.0
Blue collar	11.4	7.5
Full time student	10.4	8.2
Other	2.9	.5

Relationship of Job to MCC Education

More than half (54%) of respondents continue to indicate their jobs are directly or closely related to their education at Macomb, a figure somewhat higher than last year's. Over the past five years, the percentage has ranged from 46% (grads of 92-93) to 62% (grads of 89-90). A slightly greater proportion of women report that their jobs are directly or closely related to their training at MCC. Last year the reverse was true: more men said their jobs were directly or closely related.

Among those who said their occupation was not related to the courses taken at MCC (N=262), the majority (42%) said that they had transferred to another college or university. Other reasons are shown below. Multiple answers were allowed.

*20% reported being unable to find a job in "their" field;
*13% found a better paying job in another field;
*12% said MCC training didn't qualify them;
*11% preferred working in another field; and,
*27% cited "other" reasons

Usefulness of MCC Education

Respondents were asked to evaluate the usefulness of their MCC education as it related to their day-to-day work. On a new 4-point scale (1=not at all useful, 4=very useful), respondents presented a mean score of 3.16. What appears to be a drastically lower rating is attributed to changes in the rating scale. Changes are noted below in Table 6.

TABLE 6. Usefulness of MCC Education

	89-90	90-91	91-92	92-93	93-94
Extremely useful	42%	42%	41%	21	Not app[1]
Very useful	36	38	39	36	34%
Neutral/somewhat useful	9	7	10	36[2]	36
Not too useful	8	8	7	10	9
Not at all useful	3	4	6	9	5
Mean score (5 hi)	**4.07**	**4.05**	**4.01**	**3.40[3]**	**3.16 (4 hi)**

Job Satisfaction

The question about job satisfaction is new to the Grad 1 this year although it has been a part of the Grad 3 and Grad 5 surveys for a number of years. Nearly 3/4 of respondents say that they are satisfied or very satisfied with their jobs (71.7%). The mean rating is 3.24 on a scale of 1=very dissatisfied to 4=very satisfied.

Salary

The mean hourly salary for Grad 1 respondents showed slight increases for the first three of the last five years, dropping significantly in last year's survey then rising dramatically

[1]Omitted from new 4-point scale.

[2]Changed to "somewhat useful" (3 points)

[3]Reflects elimination of "neutral" choice.

again this year. The mean hourly salary equates to an average annual salary of $26,748 based on a 40-hour week--a little more than $2,000 greater than last year.

TABLE 7. Hourly Salary

	89-90	90-91	91-92	92-93	93-94
N resp w/salary	911	884	962	887	596
% all responses	58.4%	54.2%	57.4%	71.0%	71.0%
Hourly mean	$11.66	$11.80	$12.00	$11.79	$12.86
Male	NA	NA	NA	$13.90	$14.82
Female	NA	NA	NA	$10.20	$11.64
Hourly median	NA	$11.00	$11.46	$11.00	$15.12
Hourly mode	NA	$14.40	$14.40	$10.00	$12/$15
Range	$2.25-$50.00	$2.00-$27.90	$2.00-$48.00	$2.60-42.00	$2.50-$31.25

Benefit of MCC Courses to Career Plans

Nearly 3/4 (72%) of respondents stated that their courses at MCC were of direct benefit in light of their career plans. Another 25% reported an indirect benefit. This question was also new to the Grad 1 Survey this year.

Transfers

One-third of respondents said that they had actually transferred to another college or university since graduating from MCC. All but one indicated the name of the institution to which they transferred. Transfers were evenly divided between men and women. Five-year data are presented in Table 9.

Wayne State University, Walsh College, Oakland University and Central Michigan University are the institutions attracting the majority of respondents to the Grad 1. All are partners in Macomb's University Center (UC), and 26.9% of respondents who said they transferred also indicated they were attending classes at the UC.

TABLE 8. Transfer Destinations

College	89-90	90-91	91-92	92-93	93-94	TOTAL
Wayne State	129	126	105	64	90	514
Walsh	80	80	70	52	46	328
Oakland	48	55	64	37	39	243
Central Mich	35	27	32	24	10	128
Lawrence Tech	15	24	25	9	12	85
U of D Mercy	9	13	23	9	19	73
U of M Dbn	9	13	9	7	5	43
Eastern Mich	5	5	7	6	5	28
Mich State	5	4	2	1	1	13
Northwood	9	1	4	3	4	21
CCS	3	7	1	--	3	14
Madonna	2	5	6	3	2	18
DCB	6	3	4	5	5	23
Siena Hts	2	4	5	3	1	15
Ferris	2	1	2	1	4	10
GMI	--	--	--	--	1	1
U of M AA	3	--	1	2	6	12
Western Mich	1	--	--	2	3	6
Mich Tech	1	--	1	1	2	5
Spring Arbor	--	--	--	3	2	5
U of M Flint	--	--	--	2	--	2
Marygrove	--	--	--	--	1	1
Davenport	--	--	--	1	--	1
Northern Mich	--	--	--	1	2	3
Other	11	11	16	12	10	60
Unknown	--	--	--	5	2	7
TOTAL	**375**	**379**	**377**	**253**	**275**	**1659**
% OF RESP	**24.0%**	**23.2%**	**22.5%**	**20.3%**	**32.8%**	**23.9%**

In Table 9, comparisons are presented between the top ten transfer majors designated by respondents to the last three Grad 1 surveys. Beginning with the current survey, transfer majors were coded using the "List of College Majors and Occupational Choices" developed by American College Testing. This method will

allow us to present more consistent data with regard to transfer majors.

TABLE 9. Top 10 Transfer Majors

91-92		92-93		93-94	
Management	38	Management	24	Bus & Mgmt	25
Accounting	26	Accounting	21	Accounting	20
Human Res Dev	23	Business Adm	17	Bus Admin	14
Elem Educ	18	Computer Sci	12	Psychology	13
Psychology	16	Psychology	11	Elem Educ	12
Mech Engrg	13	Elem Education	10	Marketing	11
Business	12	Human Res Dev	9	Mech Engrg	11
Business Adm	12	Marketing	8	Nursing	10
Computer Sci	12	Finance	8	HRDev/Trn	9
Finance	12	Nursing	8	Banking/Fin	8
Marketing	12	Crim Justice	5	Comp Inf Sys	8
Education	12	Social work	5	Second Educ	8
Nursing	9	Mech Engrg	5	Journalism	7
Engineering	7	Engrg Tech	5	Engrg Tech	7
Social Work	7	Advertising	4		
Communication	5	Engineering	4		
Special Educ	5	Occup Therapy	4		
Math	5				
Sociology	5				
Engrg Tech	5				

Continued Education

Respondents were asked to tell us how well the courses they completed at MCC prepared them for continuing their education. While 275 respondents (33%) said they had transferred (in other words, were continuing their education), 400 or 48% answered this question. Table 10 presents longitudinal data.

TABLE 10. Preparation for Further Education

	89-90	90-91	92-93	93-94	94-95[4]
Exc all areas	33%	33%	23%	18.4%	8.6%
Good all areas	43	47	47	47.7	23.0%
Exc/good some areas only	15	13	23	24.4	13.0%
Fair, all areas could have been better	6	7	5	10.7	2.6%
Inadequate all areas	1	<1	<1	0.0	<1
No answer	2	4	2	<1	52.3%
Mean score/5 hi	**4.31**	**3.99**	**3.90**	**3.70**	**3.77**

Nearly 95% of respondents report a certificate or associate degree as their highest degree. However, only 13% plan to remain at that level of education. Men are more apt to have a certificate while women proceed to the associate degree. Slightly more men plan to earn a degree beyond the associate. Comparative data are presented in Table 11.

TABLE 11. Highest Level of Education

	Currently	Plan to earn
Certificate	11.0%	.8%
Assoc. degree	83.9	11.2
Bachelor's degree	3.2	47.5
Master's degree	.2	23.7
Doctoral degree	--	2.7
Professional	.1	2.5
Other	.7	2.6
No answer	.8	8.8

Rating the Macomb Experience

While the mean rating for the Macomb experience on this year's survey appears lower than previous means, the question was changed from a 5-point scale to a 4-point scale. It was answered by 93% of respondents. Longitudinal data are presented in Table 12.

[4]Based on all respondents

TABLE 12. Rating the Macomb Experience

	89-90	90-91	91-92	92-93	93-94
Mean score	4.42	4.38	4.38	3.78[5]	3.38[6]
% resp answer	94.2%	99.5%	99.1%	98.9%	92.8%

[5]5-point scale was revised.

[6]Rating scale was changed from 5-point to 4-point.

Macomb Community College

1-YEAR GRADUATE FOLLOW-UP SURVEY

Dept. of Research & Evaluation

Please check the appropriate box or answer as required.

1. What was your primary objective in attending MCC? (Check only one box.)
   - ☐ 1 Improve existing job skills
   - ☐ 2 Prepare for future job
   - ☐ 3 Earn university transfer credit
   - ☐ 4 Follow personal interest
   - ☐ 5 None of the above

2. To what extent has that objective been completed?
   - ☐ 3 Fully completed
   - ☐ 2 Partially completed
   - ☐ 1 Not yet begun

3. What is your current employment status?
   - ☐ 1 Active military service . . . . . Go to Q. 4
   - ☐ 2 Self-employed . . . . . Go to Q. 5
   - ☐ 3 Employed full time . . . . . Go to Q. 4
   - ☐ 4 Employed part time . . . . . Go to Q. 4
   - ☐ 5 Unemployed, seeking work . . . . Go to Q. 10
   - ☐ 6 Unemployed, not seeking work . . . . . Go to Q. 10
   - ☐ 7 Full-time student at a 4-year college or university . . . . . Go to Q. 10

4. What is your current job title?

   _____

5. Is your position related to the courses you completed at MCC?
   - ☐ 1 Yes, directly or closely related . . . . . Go to Q. 7
   - ☐ 2 No . . . . . Go to Q. 6

6. If your occupation is/was not related to the courses you took at MCC, please check each reason below which applies.
   - ☐ 1 Transferred to a 4-year college or university
   - ☐ 2 MCC training didn't qualify me for a job in the field
   - ☐ 3 Preferred to work in another field
   - ☐ 4 Found better paying job in another field
   - ☐ 5 Could not find a job in my field
   - ☐ 6 Other _____
     Please describe

7. How useful in your day-to-day work is the training which you received at MCC?
   - ☐ 4 Very useful
   - ☐ 3 Somewhat useful
   - ☐ 2 Not too useful
   - ☐ 1 Not at all useful

8. How satisfied are/were you with your employment?
   - ☐ 4 Very satisfied
   - ☐ 3 Satisfied
   - ☐ 2 Dissatisfied
   - ☐ 1 Very dissatisfied

9. What is your current gross (before tax) salary not including overtime? (Please complete only one answer.)

1 Hourly	□□□.□□
2 Weekly	□□□□.□□
3 Every 2 weeks	□□□□.□□
4 Semi-monthly (e.g., 1st & 15th)	□□□□.□□
5 Monthly	□□□□.□□
6 Yearly	□□□□□.□□

10. How do you rate the courses you took at MCC in light of your career plans?
    - ☐ 3 Of direct benefit
    - ☐ 2 Of indirect benefit
    - ☐ 1 Of no benefit at all

11. Since you graduated from MCC, have you actually transferred to a 4-year college or university?
    - ☐ 1 Yes . . . . . Go to Q. 12
    - ☐ 2 No . . . . . Go to Q. 16

12. To which college or university did you transfer?

    _____

13. What is/was your undergraduate major at the college to which you transferred?

    _____

Please continue on the reverse side.

14. Are you attending classes at the University Center at MCC?
    - ☐ 1 Yes
    - ☐ 2 No

15. How well did the courses which you completed at MCC prepare you for continuing your education?
    - ☐ 5 Excellent in all areas
    - ☐ 4 Good in all areas
    - ☐ 3 Excellent/good in some areas only
    - ☐ 2 Fair but all areas could have been better
    - ☐ 1 Inadequate in all areas

16. In column A indicate the **highest degree you now hold** by circling the appropriate number, and in column B indicate the highest degree you **plan to earn in the future**.

A	B
1	1 Certificate
2	2 Associate (AA, AAS, etc.)
3	3 Bachelor (BA, BS, BSN, etc.)
4	4 Master (MA, MS, etc.)
5	5 Doctoral (PhD, EdD, etc.)
6	6 Professional (medicine, dentistry, law, divinity, etc.)
7	7 Other_____ Please identify

17. When do you anticipate completing your highest degree?_____ Month Year

18. Which one of the following best describes your **overall feeling** about your experiences at MCC?
    - ☐ 4 Very satisfied
    - ☐ 3 Satisfied
    - ☐ 2 Dissatisfied
    - ☐ 1 Very dissatisfied

Periodically, as part of our follow-up activities, the College will contact the supervisors of graduates to see how well an MCC education is preparing people for work. Please sign and complete the enclosed authorization form. If you authorize us to contact your employer, we will do so by March 15, 1995. We will not use the authorization beyond that date or for any other survey but our routine Employer Follow-Up Survey.

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19. We would appreciate any comments regarding how the College could improve the courses you have completed or the services you have received.

_____

_____

_____

Thank you for completing our survey. Please return this form as soon as possible in the enclosed business reply envelope together with the signed authorization form.

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